

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
April 11, 2018

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Dave Hintz, Billy Fried, Carol Pederson, Sonny Paszak

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg, Lindsey Kennedy (Labor Relations/Employee Services); Robb Jensen, Bob Mott (County Board)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVE AMENDED AGENDA

Motion by Paszak to approve the amended agenda. Second by Pederson. All Committee members voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Pederson to approve the minutes from March 28th. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

The Committee reviewed the vouchers, bills and 2018-2021 Deputy Association Union contract presented by Charbarneau. Motion by Cushing to approve the vouchers, reports and bills as presented. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

EMPLOYEE IN-SERVICE DAY UPDATE

Kennedy provided a summary of the upcoming Employee In-Service, being held on April 24, 2018. Various speakers will discuss topics such as self-defense, employee benefits, retirement and worker's compensation. Kennedy notes that In-Service Day is open to employees, retirees and County Board members.

EMPLOYEE HEALTH INCENTIVE REVIEW

Charbarneau reports that Group Health Trust approved covering the Treasurer's new cash counter under the Health Enhancement program. Brief discussion held.

Kennedy summarized the Health Incentive programs available to employees for Weight Loss, Breastfeeding, Wellness and Smoking Cessation. Current maximum allowed reimbursements were set over ten years ago and are overdue for an increase. Kennedy reports that the monthly Wellness Incentive will increase from \$12.50 per employee to \$15.00 and \$25.00 respectively for single and family fitness memberships. The Breastfeeding monthly reimbursement will go from \$20 to \$30. The Weight Management monthly reimbursement will increase from \$20 to \$30 and removing the six months per year limit. The Tobacco Cessation monthly reimbursement incentive will increase from \$60 to \$80. Further discussion held on incentive program benefits and the 100% funding received by Group Health Trust to support these programs. Motion by Cushing to accept and approve the health incentive increases as outlined in the agenda packet regarding employee health programs. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Hintz, second by Fried to adjourn into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee (Topic: Maintenance Technicians Compensation; closed session minutes from 3/14/18 and 3/28/18 meetings); and Section 19.85(1)(f) for the purposes of considering financial, medical, social, or personal histories of disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data. (Topic: Performance evaluation of ITS Department employee)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:26 a.m.

Staff present in closed session: Charbarneau and Lueneburg

RETURN TO OPEN SESSION

Motion by Cushing to return to open session. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 10:05 a.m.

Based on closed session discussion, motion by Cushing to approve the raise for two Maintenance Technicians to Grade I, Step 7 (\$23.55) and Grade H, Step 7 (\$21.76) with the money to come from the Buildings & Grounds budget. Second by Pederson. All Committee members voting 'Aye'. Motion carried.

TRAVEL

- **OCEDC ANNUAL MEETING – CHARBARNEAU, LUENEBURG, COMMITTEE:**
Charbarneau reports that OCEDC (Oneida County Economic Development Corporation) is hosting their annual meeting on Friday, April 20th, and will be covering the topic "Working With & Developing Today's Millennials". Charbarneau requests permission for herself, Lueneburg and any Committee members interested to attend. Brief discussion held. Motion by Hintz to approve request. Second by Cushing. All members voting 'Aye'. Motion carried.
- **INTERNAL AFFAIRS & PROFESSIONAL STANDARDS – CHARBARNEAU:**
Charbarneau discussed training she would like to attend at Waukesha County Technical College, titled Internal Affairs & Professional Standards on June 4-5. Charbarneau feels this training would be helpful for her job duties and would cost \$229 plus mileage and no lodging costs. Discussion held. Motion by Cushing to approve Charbarneau attending the class at Waukesha County on Internal Affairs at her discretion. Second by Pederson. All members voting 'Aye'. Motion carried.

FUTURE MEETING DATES

April 26, 2018 at 11:00 a.m.

May 9, 2018 at 9:00 a.m.

May 23, 2018 at 9:00 a.m.

LRES Committee meeting
April 11, 2018

FUTURE AGENDA TOPICS


Committee training – benefits, compensation and costs
Employee Handbook review

PUBLIC COMMENTS

Paszak would like to recognize Bob Heck for his 43 years of service as the Airport Commissioner and notes Heck's retirement from the commission.

ADJOURNMENT

Motion by Pedersen to adjourn meeting. Second by Cushing. All members present voting 'Aye'.
Motion carried. Meeting adjourned at 10:16 a.m.



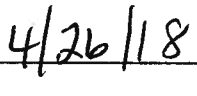
Ted Cushing, Chairman



Date



Jennifer Lueneburg, Committee Secretary



Date